

**Department of Legislative Services**  
Maryland General Assembly  
2016 Session

**FISCAL AND POLICY NOTE**  
**Third Reader - Revised**

House Bill 454

(The Speaker)(By Request - Administration)

Appropriations

Budget and Taxation

**State Employees - Merit Increases in Salary**

This Administration bill excludes State employees represented by the State Law Enforcement Officers Labor Alliance (SLEOLA) who are subject to a step increase effective April 1, 2016, in accordance with a collective bargaining agreement negotiated with the State from the prohibition on merit increases for State employees in fiscal 2016, as established by Chapter 489 of 2015.

The bill takes effect June 1, 2016.

**Fiscal Summary**

**State Effect:** General fund expenditures increase by \$1.09 million in FY 2016 and by \$3.83 million in FY 2017, special fund expenditures increase by \$0.16 million in FY 2016 and by \$0.62 million in FY 2017, and federal fund expenditures increase by \$2,600 in FY 2016 and by \$9,100 in FY 2017 for step increases to eligible SLEOLA members within various State agencies. All but \$17,700 is already included in the Governor's proposed FY 2017 budget, which also includes a FY 2016 deficiency appropriation contingent on the enactment of this bill or its cross file. Federal fund revenues increase by \$2,600 in FY 2016 and by \$9,100 in FY 2017 to offset federal fund expenditures. Out-year expenditures and revenues reflect annualization and inflation.

(\$ in thousands)	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
FF Revenue	\$2.6	\$9.1	\$9.4	\$9.8	\$10.1
GF Expenditure	\$1,088.6	\$3,828.4	\$3,958.5	\$4,093.1	\$4,232.3
SF Expenditure	\$164.0	\$616.6	\$637.5	\$659.2	\$681.6
FF Expenditure	\$2.6	\$9.1	\$9.4	\$9.8	\$10.1
Net Effect	(\$1,252.6)	(\$4,444.9)	(\$4,596.1)	(\$4,752.3)	(\$4,913.9)

*Note:() = decrease; GF = general funds; FF = federal funds; SF = special funds; - = indeterminate effect*

**Local Effect:** None.

**Small Business Effect:** The Administration has determined that this bill has minimal or no impact on small business (attached). The Department of Legislative Services concurs with this assessment. (The attached assessment does not reflect amendments to the bill.)

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## Analysis

**Current Law:** The Budget Reconciliation and Financing Act of 2015 (enacted as Chapter 489 of 2015 and commonly known as the BRFA) prohibits merit increases for State employees in fiscal 2016, excluding (1) the salaries of constitutional officers or members of the General Assembly; (2) increases necessary for the retention of faculty in the University System of Maryland, Morgan State University, or St. Mary's College of Maryland; (3) increased payments under specified mass transit collective bargaining agreements; and (4) operationally critical staff. The BRFA prohibits any State pay plan, with the exception of the Executive Pay Plan, from being amended to provide a rate of compensation lower than the rate provided on January 1, 2015.

**Background:** SLEOLA's collective bargaining agreement stated that a step increase must be reinstated, effective April 1, 2016. Thus, all employees who are otherwise eligible must receive a step increase effective during the pay period that includes April 1, 2016. Future step increases are based on the implementation rules adopted by SLEOLA and the State on July 1, 2000. Generally, employees who were hired between January 1 and June 30 receive their annual step increase each year effective on January 1, and employees who were hired between July 1 and December 31 receive their annual step increase each year effective on July 1.

SLEOLA members serve in the following agencies:

- Maryland State Police;
- Natural Resources Police;
- Office of the State Fire Marshal;
- Maryland Capitol Police;
- Maryland Department of Health and Mental Hygiene Police;
- Maryland Department of Labor, Licensing, and Regulation (DLLR) Police;
- Maryland Department of Public Safety and Correctional Services Intelligence and Investigative Division and Warrant Apprehension Unit;
- Motor Vehicle Administration Police; and
- Comptroller's Office Field Enforcement Agents.

Approximately 1,338 employees within the Maryland State Police are covered by SLEOLA. The number of SLEOLA members in other agencies was not available for inclusion in this fiscal and policy note.

Over the last decade, State employee salary increases have been irregular, with periods of increases followed by periods in which average salaries remained flat or declined. Increments were not funded in fiscal 2010 through 2013 and in fiscal 2016. The Governor's proposed 2017 budget contains funds for State employees to receive step increases.

**State Revenues:** Federal fund revenues increase by \$2,580 in fiscal 2016 and by \$10,093 in fiscal 2020 to offset the increase in federal fund expenditures for step increases for SLEOLA members within DLLR.

**State Expenditures:** The Governor's proposed fiscal 2017 budget contains a fiscal 2016 deficiency appropriation of \$2.5 million to implement the SLEOLA collective bargaining agreement, of which \$1.25 million (\$1.09 million in general funds and \$0.16 million in special funds) is to implement a step increase for SLEOLA members on April 1, 2016. This deficiency appropriation is contingent on the enactment of this bill or its cross file. Additionally, the Governor's proposed 2017 budget contains \$4.44 million of funding for SLEOLA step increases in fiscal 2017. However, the Governor's proposed fiscal 2017 budget and the fiscal 2016 deficiency appropriation do not contain funds for step increases for SLEOLA members within DLLR, although they are eligible for step increases under the bill.

Since the bill takes effect June 1, 2016, SLEOLA members do not receive the April 1, 2016 step increase until June 1, 2016. General fund expenditures in fiscal 2016 increase by \$1.09 million, special fund expenditures increase by \$0.16 million, and federal fund expenditures increase by \$2,580. In fiscal 2017, general fund expenditures increase by \$3.83 million, special fund expenditures increase by \$0.62 million, and federal fund expenditures increase by \$9,130. All but \$17,741 for DLLR police (of which \$11,710 is federal funds) is included in the Governor's proposed fiscal 2017 budget (which also includes a fiscal 2016 deficiency appropriation). Future years reflect 3.4% growth in costs. **Exhibit 1** shows the increase in expenditures by State agency.

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**Exhibit 1**  
**Fiscal Impact of Step Increases for SLEOLA Members, by Agency**  
**Fiscal 2016-2020**

	<b><u>FY 2016</u></b>	<b><u>FY 2017</u></b>	<b><u>FY 2018</u></b>	<b><u>FY 2019</u></b>	<b><u>FY 2020</u></b>
Maryland State Police	\$829,148	\$3,183,928	\$3,292,182	\$3,404,116	\$3,519,856
Natural Resources	251,955	904,019	934,756	966,537	999,400
General Services	139,563	226,834	234,546	242,521	250,767
Public Safety	11,934	50,036	51,737	53,496	55,315
Comptroller	8,650	34,599	35,775	36,992	38,249
DHMH	8,020	32,078	33,169	34,296	35,462
DLLR	3,908	13,833	14,303	14,790	15,292
Transportation	2,036	8,730	9,027	9,334	9,651
<b>Total</b>	<b>\$1,255,214</b>	<b>\$4,454,057</b>	<b>\$4,605,495</b>	<b>\$4,762,082</b>	<b>\$4,923,993</b>

DHMH: Department of Health and Mental Hygiene  
DLLR: Department of Labor, Licensing, and Regulation  
SLEOLA: State Law Enforcement Officers Labor Alliance

Source: Department of Budget and Management; Department of Legislative Services

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**Additional Information**

**Prior Introductions:** None.

**Cross File:** SB 378 (The President)(By Request - Administration) - Budget and Taxation.

**Information Source(s):** Department of Budget and Management, Maryland State Police, State Law Enforcement Officers Labor Alliance, Department of Legislative Services

**Fiscal Note History:** First Reader - February 12, 2016  
min/mcr Revised - House Third Reader - March 21, 2016

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## ANALYSIS OF ECONOMIC IMPACT ON SMALL BUSINESSES

TITLE OF BILL: State Employees – Merit Increases in Salary

BILL NUMBER: SB0378/HB0454

PREPARED BY: Aaron Barker, DBM Staff Economist

### PART A. ECONOMIC IMPACT RATING

This agency estimates that the proposed bill:

☒ WILL HAVE MINIMAL OR NO ECONOMIC IMPACT ON MARYLAND SMALL  
BUSINESS

OR

☐ WILL HAVE MEANINGFUL ECONOMIC IMPACT ON MARYLAND SMALL  
BUSINESSES

### PART B. ECONOMIC IMPACT ANALYSIS